

Retiree Report

Open Enrollment for 2005 Benefits

October, 2004

A Quarterly Publication from the
Fairfax County Retirement Agency

Open Enrollment Oct 15 - Nov 15, 2004

Changes Become Effective January 1, 2005

Included in this package is a special "Focus on Benefits" specifically addressing retiree benefit information. Open Enrollment gives retirees the opportunity to make changes in health and dental insurance coverage. The rate sheet included in this Retiree Report is designed to give you specific information as you make your benefit plan decisions.

Please let us know if you plan to make changes to your health coverage by sending us an enrollment/change form. These forms are available by calling the Retirement Administration Agency (RAA) and telling us which health plan change form you need (e.g. CareFirst, CIGNA, or Kaiser).

ALL FORMS should be returned to the Retirement Agency, 10680 Main Street, Suite 280, Fairfax, VA 22030. Please DO NOT return forms to the insurance companies or the Department of Human Resources. It is **not** necessary for you to submit an enrollment/change form for your health insurance if you do not plan to make any changes. If you are making a change to your Primary Care Physician, address, phone number or other personal information, please mark your form in the upper right hand corner with the words "Change of _____". This note will help us expedite the change.

DENTAL NEWS -- The Board of Supervisors approved a contract award to Delta Dental for the County's dental insurance, effective January 1, 2005. Since this is a new dental plan, **all retirees with dental insurance** through one of the County's group dental plans **MUST** enroll with Delta Dental if they choose to keep dental insurance through Fairfax County's group dental plan. **If you are not currently covered** by Dental Benefit Providers, Dominion Dental or CIGNA's dental plan, **you are not eligible to enroll with Delta Dental.** Retirees who currently have dental coverage through the County should look in this packet for an enrollment form and information from Delta Dental. Make sure to return the Dental Enrollment Form promptly.

F.Y.I.

Medicare Part B

premiums will increase to \$78.20 for 2005 and will have an annual deductible amount of \$110. This increase of \$11.60 (or 17%) is the single largest increase in Medicare's history.

The deductible amount for **Part A Medicare** in 2005 will increase to \$912 for each benefit period.

~ A schedule of open enrollment meetings is published in the enclosed "Focus on Benefits" ~

CY 2005 Health Insurance Monthly Premiums for Retirees

Rates Effective January 1, 2005 through December 31, 2005

Health Insurance Plan Options	Monthly Premiums for ALL Retirees (without subsidy)
<i>CareFirst FairChoice+ BlueChoice</i>	
Individual -----	\$433.03
1 Individual with Medicare -----	302.40
2 Individuals -----	850.96
2 Individuals - 1 with Medicare; 1 without Medicare -----	729.08
2 Individuals with Medicare -----	598.48
Family -----	1,251.50
Family - 1 Medicare -----	1,185.76
Family - 2 Medicare -----	1,120.01
Family - 3 Medicare -----	1,054.27

CareFirst Blue Preferred PPO

Individual -----	\$ 497.96
1 Individual with Medicare -----	347.77
2 Individuals -----	978.61
2 Individuals - 1 with Medicare; 1 without Medicare -----	838.44
2 Individuals with Medicare -----	688.24
Family -----	1,439.23
Family - 1 Medicare -----	1,373.49
Family - 2 Medicare -----	1,307.75
Family - 3 Medicare -----	1,242.00

CIGNA

*Please Note: CIGNA does not provide a Medicare Risk Plan - If you are age 65 or over, **DO NOT** choose CIGNA as your provider.*

Individual -----	\$ 341.87
2 Individuals -----	666.66
Family -----	994.84

Kaiser Permanente

Individual -----	\$ 309.88
2 Party -----	604.25
Family -----	898.63
Individual with Medicare* -----	252.56
2 Individuals with Medicare* -----	505.12
2-Party; 1 with & 1 without Medicare* -----	560.64

**Only available to existing Kaiser members who turn age 65 prior to January 1, 2005*

If you are currently **NOT** enrolled in a County-offered health/dental plan, you are **NOT** eligible to enroll!

Who pays for retiree health and dental benefits?

Retirees pay the full cost of their health and/or dental insurance premiums. Retirees age 55 or older, or those retired on a disability, receive a monthly subsidy from the County toward the cost of a County health plan.

Monthly subsidy amounts are reflected in the table below:

Years of Service at Retirement:	Monthly Subsidy for a retiree age 55 - 65	Monthly subsidy for a retiree over age 65 <small>(Note: Subsidy payments for retirees over age 65 are adjusted for Medicare)</small>
5 - 9	\$25	\$15
10 - 14	\$50	\$25
15 - 19	\$125	\$100
20 - 24	\$150	\$150
25 or more	\$175	\$175

Surviving spouses are only entitled to a subsidy if they receive a Joint and Last Survivor benefit.

Members retired on a service-connected disability receive a subsidy of \$175.

Members retired on an ordinary disability receive a subsidy based on their years of service.

Fairfax County reserves the right to change or terminate the benefit provided or adjust premiums at any time. If you are not covered by a County life, health or dental plan at the time of retirement, you are not eligible for retiree coverage.

Retirees can pay their share of their health and/or dental insurance premiums in one of two ways. 1.) The cost will be deducted from the monthly annuity in the month prior to the month of coverage. 2.) If the individual does not receive an annuity or if the retiree's check is not large enough to cover the monthly premiums, the retiree must pay any amount not covered by their annuity by mailing a personal check to the Retirement Agency. Personal checks must be received by the Retirement Agency by the 10th of the month to cover the next month's coverage.

Delta Dental Monthly Premiums for Retirees

	Monthly Premium
Individual -----	\$26.64
2 Individuals -----	\$50.33
Family -----	\$82.90

The County does NOT contribute toward the dental premiums for retirees

Premiums are deducted monthly, in the month prior to coverage.

For answers to questions concerning your dental coverage, please call Delta Dental at 1-800-237-6060 or visit www.deltadental.com

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Retirees may **decrease** coverage (drop coverage or drop family members from their insurance) **at any time**. However, levels of coverage may only be increased outside of an open enrollment period due to a qualifying change in status.

Remember! If you discontinue your health or dental coverage, you are NOT eligible to regain coverage through Fairfax County!

Friendly FairFacts from Business Operations

You have probably noticed that we now require a form and your signature for any changes to your personal information and for any type of requests. Request forms and signature requirements are for your protection -- as the incidents of Identity Theft are more prevalent than ever.

If there is any concern that a request is not legitimate, we have a copy of your signature on file with your original application for retirement and can compare that to any written request we receive. This policy protects you from an individual calling in to change information in order to reroute your checks or direct deposit.

We understand that this level of control is more time consuming for everyone but it gives you and us peace of mind to know that we are doing everything possible to protect your privacy and your annuity.

Direct Deposit is the BEST protection for your benefit payment as it prevents loss or delay in the mail. It takes 15-20 days to receive a replacement check from the Retirement Agency. To start or change your direct deposit information, or to request a change for your address or other information, please call our office and leave a voice message stating your name and last 4 digits of your Social Security number, and we will mail the requested form to your address on record.

Retirement Agency

10680 Main Street, Suite 280, Fairfax, VA 22030
(703) 279-8200 (800) 333-1633
fax: (703) 273-3185

Walk-in hours are 11:00am - 2:00pm, Mon. - Fri.

Walk-in sessions should be limited
to 15 minutes or fewer

Business requiring more than 15 minutes,
and outside the 11am-2pm window,
should be scheduled in advance

Retirees and spouses are required to submit a copy of their Medicare card showing that they have both Part A and Part B Medicare coverage as soon as they become eligible to receive it. Retirees should apply for Medicare Part B three months prior to their 65th birthday and submit proof of coverage to the Retirement Agency as soon as they receive their card. Those who forget or those who choose not to accept Part B will be placed in the County's penalty group and will have to pay, out-of-pocket for any medical expenses that Medicare would have paid. Remember, while you have to pay for Medicare Part B, those retirees enrolled in FairChoice+ or the Blue Preferred PPO with Medicare coverage receive a lower rate than those without Medicare. Please do not turn down Medicare Part B coverage - it can be a costly mistake for you and your family. After a retiree receives Medicare coverage, Medicare becomes the primary source for payment of claims, and the Fairfax County Group (FCG) health plan becomes secondary.

Beginning January 1, 2005, once a covered member turns age 65, the only options the retiree has are to switch his or her health insurance coverage to one of the CareFirst BCBS plans, (- the FairChoice+BlueChoice plan or the Blue Preferred PPO plan) or drop their County health insurance coverage. If one family member reaches age 65, the member must make a change for all.

Remember!

Daylight Savings Time Ends Sunday, October 31
Turn your clocks BACK 1 hour

Have a happy and pleasant Fall

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